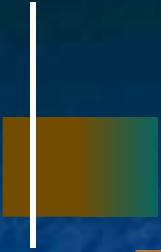


Defense Civilian Intelligence Personnel System (DCIPS)

Current Initiatives

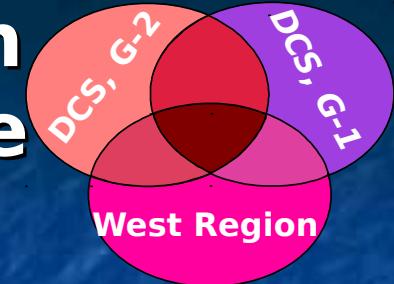
West Region Commander's Conference



Agenda

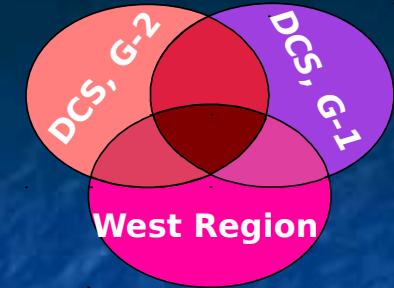
- Major Initiatives with Major Impact
 - Most of DCIPS HR Servicing Centralized
 - OPM/DCIPS (Mil Dept) Interchange Agreement
 - Request Change to DOD PPP Manual - DCIPS Grade Band Promotion
 - NSPS & DCIPS

Centralized HR Servicing in Support of DCIPS Workforce

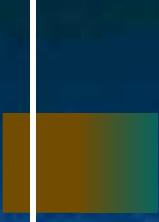


- Partnerships: HQDA G-1, HQDA G-2, West Region
- Participation Voluntary by Command
- Intent:
 - Increase DCIPS/Intel knowledge and servicing expertise to enhance quality and consistency of servicing support to Intel employees, supvs, mgrs, and cdrs
 - Posture the dedicated HR support structure to respond to DoD/IC personnel reform initiatives and other innovations

Centralization Timeline

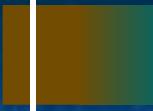


- Transition process:
 - 1997 - Transitions from ANCR/SE
 - Jan 98 - Transition process placed on hold due to regionalization impacts
 - May 00 - Exec Council approved remaining CONUS transitions (upon completion of Modern System deployment)
 - Sep 01 - Upon closure of ANCR & SE - Centralization moved to West Region
 - Oct 01 - ANCR populations transitioned
 - Feb 02 - SE populations transitioned
 - FY03/04 - Remaining CONUS Transitioned
 - FY05 for OCONUS transitions to begin



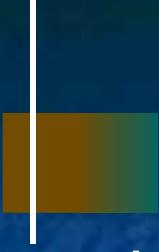
Initiatives That Could Impact Current Policy

- OPM/DCIPS (Mil Dept) Interchange Agreement
 - Expires 30 Sep 04
 - DOD CPMS Audit Complete
 - Awaiting Decision (DOD/OPM)
- Request Change to DOD PPP Manual
 - DCIPS Grade Band Promotion (Noncompetitive Promotion Action)
 - ❖ To Vacant Position – Must Clear PPP
 - ❖ Of Encumbered Position – Recognized Exception



NSPS Overview & DCIPS

- Provides **Flexibility** to Manage DOD Civilians According to DOD Mission, *Within Framework of Title 5, US Code**
- Provides an **Agile** System for an Agile Adversary
- Preserves Civil Service **Merits Principles** in Law* and **Veterans' Preference**
 - 10 USC 1601 Does the Same for DCIPS



NSPS Overview & DCIPS

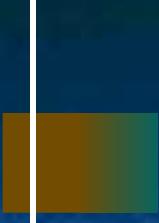
- Addresses High Projected **Losses** and Keen **Competition**
- First DOD Approach for Competitive Service Was to Implement **Long-Tested** DOD Flexibilities Captured in a DOD “Best Practices” (BP) Initiative
- **DOD Intelligence Community Was Concurrently Revitalizing Civilian HRM**
 - Effort Redirected to Integrating “Best Practices”

Provisions of NSPS Integrated Within DCIPS

- SECDEF Establishes/Adjusts HRM System in Regulations**
- **Pay Banding and Pay for Performance*/****
- Establishing/Implementing Regulations Relating to (Aspects Of) **Staffing** and **Reductions in Agency Staffing*/****
- Permanent Authority for **Voluntary Early Retirement** and **Separation Incentive Payments** for Restructuring As Well as Adjustment-in-Force
- Elimination of Pay Offset for Reemployed Annuitants**
- Special Pay and Benefits for Certain DOD Employees Abroad Who Are Engaged in Hazardous Activities or Specialized Functions
- Term Appointments and Special Pay for Up to 2,500 Highly Qualified Experts in DOD**
- Volunteer Emeritus Program**

*Major focus of briefing and DCIPS Policy

**In Current Draft of DCIPS



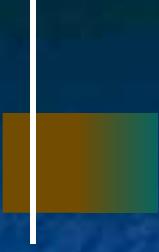
DOD Intent for New DCIPS

- DCIPS Will Undergo “**Parallel**” Transformation to Competitive Service Under NSPS Based on SecDef Authority
 - NSPS is Title 5, Competitive Service
 - DCIPS is Title 10, Excepted Service
- New DCIPS Will Initially Implement Much of “Best Practices Framework” Developed for NSPS
 - Pay Banding (Occupational Structure)
 - Pay for Performance



DOD Intent for New DCIPS

- New DCIPS Will Deviate From Best Practices in Some Cases
 - No Labor Relations
 - In Some Areas of Staffing and RIF
 - In What Classification and Qualification Standards Used
- Now Planning to Implement New DCIPS Over 3 Years
 - Some Agencies Will Implement in First 6 Months of 05
 - Others (to include Army) Later
- NSA Has Lead for DCIPS on Occupational Structure?



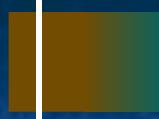
The Way Ahead for New DCIPS

- **DOD IC Working Groups Will Develop And Field Information, Training, Operating Guides & Supporting IT Systems**
 - DCIPS Reference Guide (DRG) Soon to be Under Development
 - Extensive Training Not Sensing Sessions, However, DRG and Army Supplementation Will Still Be Under Development
 - DCIPS Along with NSPS Will Require Changes to DCPDS



The Way Ahead for New DCIPS

- **Implementation Is Planned Over A Three-Year Period**
 - Pay Banding and Pay For Performance Will Be First
 - AIF, Staffing, Awards, Management-Employee Relations Will Be Simultaneous With Pay Banding/Pay for Performance
 - Training Coming Later
 - Discipline, Adverse Action & Premium Pay Changes Could Come Later Within The Implementation Period Depending on NSPS Proposals or Perceived Need



The Way Ahead for New DCIPS

■ Current Activities Impacting on New DCIPS

- Pending USD(P&R) Approval for Agencies to Implement Based on Draft Chapters
- USD(P&R) Approval to Be Given Pending Integration of New Policies from NSPS
- Approval Also Given Pending Formal Coordination and Component Review

Proposed DCIPS LOGO

